

# AUSTRALIAN BUREAU OF STATISTICS

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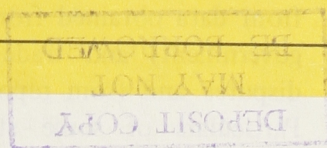
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## INDUSTRIAL DISPUTES : AUSTRALIA MARCH QUARTER 1975

This bulletin contains statistics of industrial disputes for the quarter ended 31 March 1975. Monthly figures for the period have previously been published in less detail in the monthly bulletin *Industrial Disputes* (Reference No. 6.27) which contains a summary of the major stoppages in each month.

### MAIN FEATURES

For industrial disputes which ended in the March quarter 1975 —

- 52 per cent of disputes lasted for one day or less. 32 per cent of working days lost were in disputes that lasted between 5 and 10 working days.
- 33 per cent of working days lost were in disputes in which wages were considered the main cause. A further 32 per cent were in disputes concerning managerial policy.
- 55 per cent of disputes, 75 per cent of workers involved and 50 per cent of working days lost were in disputes which were settled by resumption without negotiation.
- 30 per cent of working days lost were in disputes that involved 3,000 or more workers.
- Disputes in which 10,000 or more working days were lost accounted for 30 per cent of days lost.

### EXPLANATORY NOTES

2. The quarterly statistics of industrial disputes according to duration, cause, method of settlement, analysis by number of workers involved, and analysis by total working days lost shown in Tables 4 to 8 refer to disputes which ended in the quarter. They may differ from quarterly figures in Tables 1 to 3, which are based on disputes in progress during the quarter.

3. The statistics of industrial disputes are compiled according to the Australian Standard Industrial Classification (ASIC), described in the Bureau publication *Australian Standard Industrial Classification (Preliminary Edition)*, 1969, Vol. 1. Statistics on this basis are published in *Labour Report* No. 58, 1973 (Reference No. 6.7).

4. The statistics of industrial disputes refer only to disputes involving stoppages of work of ten man-days or more.

5. For these statistics an industrial dispute is defined as a withdrawal from work by a group of employees or a refusal by an employer or a number of employers to permit some or all of their employees to work; each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance. Stoppages of work not directly connected with terms and conditions of employment (e.g. political matters, fining and gaoling of persons) are included in the statistics.

6. The statistics relate only to disputes involving stoppages of work of ten man-days or more in the establishments where the stoppages occurred. Effects on other establishments because of lack of materials, disruption of transport services, power cuts, etc. are not measured by these statistics.

7. Workers directly and indirectly involved refer to wage and salary earners only. Excluded are persons who are self-employed (e.g. building sub-contractors, owner-drivers of trucks) and employers.

8. Workers directly involved are those employees who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.

9. Workers indirectly involved are employees thrown out of work at the establishments where the stoppages occurred but who are not themselves parties to the dispute.

10. Total workers involved for any period of time are obtained by adding together the number of workers involved in each dispute in the period. For any period of time the figures may include details of the same workers involved in more than one dispute. The longer the period of reference the more chance there is of some double counting in the number of workers involved. Where there are varying numbers of employees involved during the progress of a dispute the figures of workers involved included in the statistics relate to the maximum number of individual workers involved.

11. Working days lost refer to man-days lost by workers directly and indirectly involved in the dispute and figures are generally as reported by parties to the

dispute. For some disputes working days lost are estimated on the basis of the number of workers involved and the duration of the dispute.

12. **Estimated loss in wages** represents the amount of wages and salaries lost by workers directly and indirectly involved in the dispute and the amount is generally reported by parties to the dispute. In some cases the loss in wages is estimated on the basis of working days (or hours) lost and the estimated average daily (or hourly) wage or salary of the employees involved. For some disputes there is no loss in wages.

13. The figures of working days and wages lost relate to the losses due to industrial disputes (as defined in paragraphs 4 and 5). They need not necessarily relate to the aggregate working time or wages lost for the economy as a whole for the following reasons. It is known that, at times of labour shortages, some workers involved in industrial disputes obtain work at other establishments. It is also possible that some or all of the total man-days and wages lost in any particular dispute may be made up through working longer hours or increasing the work force at other establishments, or at the establishments involved in the dispute after work has resumed. It should also be remembered that the statistics refer only to stoppages of work of ten man-days or more at the establishments where the stoppages occurred (see paragraph 6, page 1).

14. Reports of stoppages of work are obtained from (a) employers and trade unions, (b) government departments and authorities, (c) State and Federal industrial arbitration authorities, and (d) trade journals, employer and trade union publications, and newspapers. The statistics of industrial disputes are compiled mainly

from data obtained from employers (both private and government) and trade unions concerning individual disputes and from reports of government authorities. Particulars of some stoppages (for example, those involving a large number of establishments) may be estimated and the statistics therefore should be regarded as giving a broad measure of the extent of industrial disputes (as defined).

15. Stoppages of work occurring at different times and at different establishments but due to the same cause may be regarded as one industrial dispute. However, an industrial dispute occurring in more than one State or Territory is counted as a separate dispute in each State or Territory. A dispute involving workers in more than one industry in a State or Territory is counted only once in the number of disputes – in the industry that has the largest number of workers involved; but workers involved, working days lost and estimated loss in wages are allocated to their respective industries. Disputes not settled at the end of a year are included as new disputes in the figures for the following year. Disputes not settled at the end of a quarter are not counted in the number of disputes for the following quarter, but additional workers involved and working days and wages lost are included. Therefore average days lost per worker involved on a quarterly basis are not comparable with the yearly averages.

16. For statistics of industrial disputes for earlier periods see *Labour Report* No. 58, 1973 (Reference No. 6.7)

17. In this bulletin figures of workers involved (directly and indirectly), working days lost, and estimated loss in wages have been rounded to the nearest hundred. Any discrepancies between totals and sums of components in tables are due to rounding.

TABLE 1. - INDUSTRIAL DISPUTES : AUSTRALIA

Period	Number of disputes	Workers involved ('000)			Working days lost		Estimated loss in wages (\$'000)
		Directly	Indirectly	Total	Number ('000)	Average days per worker involved	
1970	2,738	1,304.2	63.3	1,367.4	2,393.7	1.8	30,883.3
1971	2,404	1,267.7	58.8	1,326.5	3,068.6	2.3	45,241.3
1972	2,298	1,041.2	72.6	1,113.8	2,010.3	1.8	32,074.4
1973	2,538	758.0	45.0	803.0	2,634.7	3.3	45,206.5
1974	2,809	1,947.1	57.8	2,004.8	6,292.5	3.1	128,301.8
1971 -							
March quarter	630	242.9	8.6	251.5	402.9	1.6	5,706.3
June quarter	547	234.7	8.4	243.2	925.7	3.8	13,989.7
September quarter	738	600.9	32.0	632.9	1,284.1	2.0	19,108.2
December quarter	489	189.1	9.8	199.0	456.0	2.3	6,437.1
1972 -							
March quarter	455	153.3	8.8	162.1	303.0	1.9	4,717.6
June quarter	708	330.1	33.8	363.9	556.7	1.5	8,538.6
September quarter	609	390.4	17.8	408.2	789.4	1.9	12,803.5
December quarter	526	167.4	12.2	179.6	361.2	2.0	6,014.7
1973 -							
March quarter	699	163.9	9.1	172.9	562.3	3.3	9,403.2
June quarter	523	213.5	10.9	224.4	860.0	3.8	14,309.2
September quarter	664	217.1	9.8	226.9	659.4	2.9	11,315.2
December quarter	652	163.5	15.3	178.8	552.9	3.1	10,178.8
1974 -							
March quarter	727	579.0	13.8	592.8	2,483.1	4.2	45,248.8
June quarter	757	504.1	9.4	513.5	1,730.8	3.4	34,787.4
September quarter	777	609.1	10.9	620.0	1,597.6	2.6	36,289.3
December quarter	548	254.9	23.7	278.6	480.9	1.7	11,976.4
1975 -							
March quarter	577	162.7	3.1	165.7	322.7	1.9	8,574.4

TABLE 2 - INDUSTRIAL DISPUTES : INDUSTRIES, MARCH QUARTER 1975

ASIC division (a)	ASIC industry (a)	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Australia (b)
NUMBER OF DISPUTES								
A	Agriculture, forestry, fishing and hunting	1	..	..	..	..	..	1
B	Mining -							
	Coal mining	23	..	32	..	1	..	56
	Other mining (c)	3	..	..	..	38	..	43
	Total mining	26	..	32	..	39	..	99
C	Manufacturing -							
	Food, beverages and tobacco	5	6	17	1	2	1	32
	Textiles; clothing and footwear	2	1	..	..	..	..	3
	Wood, wood products and furniture	..	1	1	..	..	..	2
	Paper and paper products, printing and publishing	10	2	..	..	..	1	14
	Chemical, petroleum and coal products	4	1	2	..	..	..	7
	Metal products, machinery and equipment (d)	115	14	15	9	..	1	156
	Other manufacturing (e)	5	3	..	1	..	..	9
	Total manufacturing	141	28	35	11	2	3	223
D	Electricity, gas and water	5	1	..	1	..	..	7
E	Construction	24	18	26	2	5	1	81
F	Wholesale and retail trade	3	1	..	..	..	..	5
G,H	Transport and storage; communication -							
	Road transport; other transport and storage; communication	10	2	..	1	..	..	13
	Railway transport; air transport	5	2	8	1	..	..	16
	Water transport -							
	Stevedoring services	35	12	5	9	6	1	70
	Water transport (except stevedoring services)	6	3	1	3	5	1	19
	Total water transport	41	15	6	12	11	2	89
	Total transport and storage; communication	56	19	14	14	11	2	118
L	Entertainment, recreation, restaurants, hotels and personal services	5	..	..	1	..	1	8
I,J,K	Other industries (f)	13	9	5	1	3	1	35
	Total	274	76	112	30	60	8	577
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY) ('000)								
A	Agriculture, forestry, fishing and hunting	*	..	..	..	..	..	*
B	Mining -							
	Coal mining	4.4	..	5.6	..	*	..	10.1
	Other mining (c)	0.3	..	..	..	6.4	..	6.9
	Total mining	4.7	..	5.6	..	6.4	..	16.9
C	Manufacturing -							
	Food, beverages and tobacco	2.8	1.7	3.7	0.2	0.1	0.1	8.6
	Textiles; clothing and footwear	0.5	0.1	..	..	..	..	0.5
	Wood, wood products and furniture	..	*	0.1	..	..	..	0.2
	Paper and paper products, printing and publishing	4.3	0.1	..	..	..	1.8	6.3
	Chemical, petroleum and coal products	5.5	0.2	0.2	..	..	..	5.9
	Metal products, machinery and equipment (d)	18.1	6.1	3.2	6.2	..	0.5	34.7
	Other manufacturing (e)	0.7	0.2	..	0.9	..	..	1.8
	Total manufacturing	32.0	8.4	7.2	7.2	0.1	2.4	58.0
D	Electricity, gas and water	5.0	0.1	..	0.1	..	..	5.2
E	Construction	7.8	1.9	6.0	0.1	0.2	*	16.7
F	Wholesale and retail trade	0.5	0.2	..	..	..	..	0.7
G,H	Transport and storage; communication -							
	Road transport; other transport and storage; communication	3.8	0.3	..	*	..	..	4.0
	Railway transport; air transport	0.9	1.1	1.3	0.1	..	..	3.3
	Water transport -							
	Stevedoring services	7.8	3.0	1.1	0.4	1.6	0.1	14.1
	Water transport (except stevedoring services)	0.9	0.1	0.2	0.1	0.8	0.1	2.1
	Total water transport	8.7	3.1	1.2	0.5	2.4	0.1	16.2
	Total transport and storage; communication	13.4	4.4	2.5	0.6	2.4	0.1	23.5
L	Entertainment, recreation, restaurants, hotels and personal services	0.6	..	..	1.2	..	0.1	2.0
I,J,K	Other industries (f)	27.6	7.7	4.7	0.6	1.1	0.3	42.5
	Total	91.5	22.6	26.0	9.8	10.3	2.9	165.7

\* Less than 50.

For footnotes see page 5.

TABLE 2. – INDUSTRIAL DISPUTES : INDUSTRIES, MARCH QUARTER 1975 – *continued*

<i>ASIC division (a)</i>	<i>ASIC industry (a)</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Australia (b)</i>
WORKING DAYS LOST ('000)								
A	Agriculture, forestry, fishing and hunting	0.1	..	..	..	..	..	0.1
B	Mining –							
	Coal mining	4.9	..	10.3	..	*	..	15.2
	Other mining (c)	0.5	..	..	..	9.4	..	10.4
	<i>Total mining</i>	5.4	..	10.3	..	9.4	..	25.6
C	Manufacturing –							
	Food, beverages and tobacco	3.6	4.1	10.4	*	0.3	0.3	18.7
	Textiles; clothing and footwear	0.1	0.1	..	..	..	..	0.2
	Wood, wood products and furniture	..	0.1	0.3	..	..	..	0.4
	Paper and paper products, printing and publishing	17.6	0.1	..	..	..	0.2	18.0
	Chemical, petroleum and coal products	7.0	0.5	0.9	..	..	..	8.4
	Metal products, machinery and equipment (d)	46.8	4.1	16.0	4.9	..	0.1	72.5
	Other manufacturing (e)	2.9	1.8	..	3.0	..	..	7.7
	<i>Total manufacturing</i>	78.0	10.8	27.5	7.9	0.3	0.6	126.0
D	Electricity, gas and water	10.8	0.6	..	0.1	..	..	11.4
E	Construction	53.4	10.5	9.6	0.8	0.7	0.2	77.3
F	Wholesale and retail trade	1.6	1.3	..	..	..	..	2.9
G,H	Transport and storage; communication –							
	Road transport; other transport and storage; communication	3.9	0.2	..	*	..	..	4.1
	Railway transport; air transport	0.9	1.2	1.9	0.1	..	..	4.1
	Water transport –							
	Stevedoring services	4.8	2.3	1.0	0.4	0.5	*	9.0
	Water transport (except stevedoring services)	0.7	0.7	1.2	0.2	0.5	0.1	3.4
	<i>Total water transport</i>	5.5	3.0	2.2	0.5	1.0	0.1	12.4
	<i>Total transport and storage; communication</i>	10.3	4.4	4.1	0.7	1.0	0.1	20.7
L	Entertainment, recreation, restaurants, hotels and personal services	1.4	..	..	0.3	..	*	2.7
I,J,K	Other industries (f)	28.4	14.6	12.0	0.2	0.2	*	56.0
	<b>Total</b>	<b>189.2</b>	<b>42.2</b>	<b>63.6</b>	<b>9.9</b>	<b>11.6</b>	<b>0.9</b>	<b>322.7</b>
ESTIMATED LOSS IN WAGES (\$'000)								
A	Agriculture, forestry, fishing and hunting	2.3	..	..	..	..	..	2.3
B	Mining –							
	Coal mining	147.4	..	372.7	..	0.4	..	520.6
	Other mining (c)	15.3	..	..	..	294.5	..	323.2
	<i>Total mining</i>	162.7	..	372.7	..	294.9	..	843.8
C	Manufacturing –							
	Food, beverages and tobacco	92.4	105.6	257.6	..	4.6	9.0	469.1
	Textiles; clothing and footwear	2.0	1.1	..	..	..	..	3.1
	Wood, wood products and furniture	..	3.9	6.6	..	..	..	10.5
	Paper and paper products, printing and publishing	702.3	2.6	..	..	..	5.2	713.0
	Chemical, petroleum and coal products	158.2	15.1	19.1	..	..	..	192.4
	Metal products, machinery and equipment (d)	1,153.0	108.4	392.5	116.8	..	1.8	1,793.6
	Other manufacturing (e)	76.2	45.9	..	53.4	..	..	175.4
	<i>Total manufacturing</i>	2,184.0	282.6	675.8	170.2	4.6	16.0	3,357.2
D	Electricity, gas and water	287.4	16.0	..	1.4	..	..	304.7
E	Construction	1,361.9	301.4	295.1	18.7	18.6	4.7	2,063.0
F	Wholesale and retail trade	31.7	31.7	..	..	..	..	64.2
G,H	Transport and storage; communication –							
	Road transport; other transport and storage; communication	95.4	5.5	..	0.4	..	..	101.3
	Railway transport; air transport	17.0	21.7	43.2	2.1	..	..	83.9
	Water transport –							
	Stevedoring services	107.3	51.5	22.3	7.1	11.3	0.8	202.1
	Water transport (except stevedoring services)	19.3	32.3	33.9	5.2	12.2	1.3	104.1
	<i>Total water transport</i>	126.6	83.8	56.2	12.3	23.6	2.1	306.2
	<i>Total transport and storage; communication</i>	239.0	111.0	99.4	14.8	23.6	2.1	491.4
L	Entertainment, recreation, restaurants, hotels and personal services	32.6	..	..	5.0	..	..	57.2
I,J,K	Other industries (f)	727.8	327.4	314.2	0.6	5.0	0.9	1,390.6
	<b>Total</b>	<b>5,029.3</b>	<b>1,070.1</b>	<b>1,757.3</b>	<b>210.7</b>	<b>346.6</b>	<b>23.7</b>	<b>8,574.4</b>

\* Less than 50.

(a) Australian Standard Industrial Classification – see paragraph 3, page 1. (b) Includes the Northern Territory and the Australian Capital Territory (see Table 3, page 6.) (c) Includes ASIC sub-divisions 11, 13, 14, 15, 16. (d) Includes ASIC sub-divisions 29, 31, 32, 33. (e) Includes non-metallic mineral products (ASIC sub-division 28) and miscellaneous manufacturing (ASIC sub-division 34). (f) Includes finance, insurance, real estate and business services (ASIC division I); public administration and defence (ASIC division J); and community services (ASIC division K).

TABLE 3. — INDUSTRIAL DISPUTES : STATES AND TERRITORIES

<i>Period</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Australia</i>
NUMBER OF DISPUTES									
1970	1,484	447	378	156	125	66	62	20	2,738
1971	1,236	362	441	135	132	46	41	11	2,404
1972	1,174	377	442	111	105	48	32	9	2,298
1973	1,299	431	378	159	160	63	31	17	2,538
1974	1,427	476	312	180	257	79	52	26	2,809
1974 —									
March quarter	393	123	86	35	52	17	14	7	727
June quarter	388	135	70	59	61	25	11	8	757
September quarter	384	135	80	50	86	20	15	7	777
December quarter	262	83	76	36	58	17	12	4	548
1975 —									
March quarter	274	76	112	30	60	8	11	6	577
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY) ('000)									
1970	740.6	333.0	158.9	57.0	46.5	14.8	11.6	5.1	1,367.4
1971	643.7	380.1	172.2	64.1	35.8	14.7	9.6	6.3	1,326.5
1972	516.1	338.2	156.5	49.8	28.3	15.2	3.5	6.2	1,113.8
1973	387.5	189.8	97.0	56.9	37.6	17.5	5.5	11.1	803.0
1974	893.6	611.0	141.2	116.3	188.1	33.6	5.9	15.1	2,004.8
1974 —									
March quarter	290.6	196.7	34.0	29.5	24.7	11.1	1.2	5.0	592.8
June quarter	238.4	149.4	54.1	39.4	18.1	6.9	1.5	5.6	513.5
September quarter	263.6	224.0	39.2	40.6	37.7	8.5	2.1	4.3	620.0
December quarter	101.0	40.9	13.8	6.7	107.6	7.2	1.2	0.3	278.6
1975 —									
March quarter	91.5	22.6	26.0	9.8	10.3	2.9	1.5	1.0	165.7
WORKING DAYS LOST ('000)									
1970	1,393.6	510.8	179.2	93.1	141.1	32.2	27.0	16.8	2,393.7
1971	1,887.5	689.6	271.4	111.2	69.4	20.6	15.7	3.3	3,068.6
1972	866.8	638.4	292.2	60.9	94.6	19.2	15.1	23.1	2,010.3
1973	1,098.1	780.5	320.2	130.6	117.3	140.1	18.9	29.0	2,634.7
1974	2,665.0	2,386.6	529.5	316.5	256.9	88.5	18.9	30.4	6,292.5
1974 —									
March quarter	1,347.4	861.2	65.4	116.5	19.5	55.4	2.9	14.7	2,483.1
June quarter	712.1	738.3	118.8	96.8	40.3	12.7	3.2	8.7	1,730.8
September quarter	448.9	688.8	289.1	90.7	58.4	7.5	8.0	6.2	1,597.6
December quarter	156.6	98.4	56.3	12.5	138.7	12.8	4.8	0.9	480.9
1975 —									
March quarter	189.2	42.2	63.6	9.9	11.6	0.9	2.7	2.5	322.7
ESTIMATED LOSS IN WAGES (\$'000)									
1970	17,516.5	6,793.7	2,413.1	1,123.1	1,963.3	451.1	424.4	198.2	30,883.3
1971	28,218.2	9,726.5	4,009.1	1,484.9	1,166.4	317.3	271.5	47.4	45,241.3
1972	13,957.2	9,656.0	4,973.4	858.0	1,677.2	305.1	267.1	380.4	32,074.4
1973	18,775.2	13,223.4	5,476.2	2,144.0	2,422.3	2,322.4	361.2	481.8	45,206.5
1974	54,590.3	46,905.3	12,023.6	6,105.1	5,827.7	1,800.9	485.2	563.7	128,301.8
1974 —									
March quarter	25,329.8	14,938.6	1,249.9	1,926.9	402.8	1,086.0	64.6	250.2	45,248.8
June quarter	14,518.4	14,597.0	2,329.6	1,987.0	860.8	256.9	80.3	157.5	34,787.4
September quarter	10,755.6	14,891.4	6,861.4	1,914.8	1,378.7	158.3	190.6	138.4	36,289.3
December quarter	3,986.5	2,478.3	1,582.7	276.4	3,185.3	299.7	149.8	17.6	11,976.4
1975 —									
March quarter	5,029.3	1,070.1	1,757.3	210.7	346.6	23.7	69.2	67.6	8,574.4

TABLE 4. — INDUSTRIAL DISPUTES : INDUSTRIES AND DURATION, AUSTRALIA, MARCH QUARTER 1975 (a)

ASIC industry (b)										
Duration (working days)	Manufacturing									Per cent of total
	Mining		Metal products, machinery and equipment (c)	Other	Construc- tion	Transport and storage; communication		Other industries	All industries	
	Coal	Other				Steve- doring services	Other			
NUMBER OF DISPUTES										
Up to 1 day	33	19	85	23	25	59	23	25	292	51.5
Over 1 to 2 days	13	12	28	12	10	9	9	8	101	17.8
Over 2 to 3 days	5	7	4	8	9	1	8	6	48	8.5
Over 3 to less than 5 days	3	3	11	5	9	..	5	6	42	7.4
5 to less than 10 days	1	2	20	14	16	1	1	6	61	10.8
10 to less than 20 days	..	..	3	2	6	..	1	4	16	2.8
20 to less than 40 days	..	..	5	1	1	..	..	..	7	1.2
40 days and over	..	..	..	..	..	..	..	..	..	..
Total	55	43	156	65	76	70	47	55	567	100.0
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY)										
Up to 1 day	6.2	2.8	24.5	13.6	6.7	12.4	6.5	42.5	115.2	70.6
Over 1 to 2 days	2.0	1.9	4.0	2.4	0.8	1.6	2.3	1.0	16.0	9.8
Over 2 to 3 days	0.7	1.2	0.5	2.6	0.4	*	0.3	0.8	6.5	4.0
Over 3 to less than 5 days	0.8	0.8	0.6	1.4	0.2	..	0.2	3.3	7.3	4.5
5 to less than 10 days	0.1	0.1	3.5	1.9	7.5	0.1	*	0.9	14.1	8.6
10 to less than 20 days	..	..	0.8	0.1	0.7	..	0.1	1.6	3.2	2.0
20 to less than 40 days	..	..	0.9	*	*	..	..	..	0.9	0.6
40 days and over	..	..	..	..	..	..	..	..	..	..
Total	9.9	6.9	34.7	21.9	16.4	14.1	9.3	50.0	163.2	100.0
WORKING DAYS LOST										
Up to 1 day	6.0	1.1	11.5	10.1	7.5	6.9	5.0	31.0	79.1	26.1
Over 1 to 2 days	2.8	2.9	6.4	3.8	1.4	1.8	3.5	1.4	24.0	7.9
Over 2 to 3 days	1.7	3.3	1.4	6.2	1.1	*	0.8	2.3	16.8	5.5
Over 3 to less than 5 days	3.4	2.6	2.2	5.0	1.0	..	0.4	12.1	26.7	8.8
5 to less than 10 days	0.8	0.5	21.4	12.0	56.3	0.3	0.1	5.4	96.9	31.9
10 to less than 20 days	..	..	11.7	0.6	7.8	..	0.6	20.0	40.6	13.4
20 to less than 40 days	..	..	18.1	0.7	0.7	..	..	..	19.4	6.4
40 days and over	..	..	..	..	..	..	..	..	..	..
Total	14.8	10.4	72.5	38.4	75.8	9.0	10.4	72.1	303.5	100.0
ESTIMATED LOSS IN WAGES										
Up to 1 day	192.3	29.6	286.0	231.5	226.4	152.8	122.3	767.5	2,008.4	25.7
Over 1 to 2 days	93.9	89.6	154.3	88.9	36.7	40.6	72.8	30.7	607.5	7.8
Over 2 to 3 days	66.6	97.8	35.3	155.7	28.9	1.0	21.2	49.0	455.6	5.8
Over 3 to less than 5 days	121.6	92.6	56.8	113.6	27.3	..	11.7	318.3	742.0	9.5
5 to less than 10 days	30.1	13.6	530.9	300.8	1,458.0	7.7	..	128.8	2,469.9	31.6
10 to less than 20 days	..	..	286.3	16.3	224.4	..	27.4	493.9	1,048.2	13.4
20 to less than 40 days	..	..	444.2	15.6	25.2	..	..	..	485.0	6.2
40 days and over	..	..	..	..	..	..	..	..	..	..
Total	504.6	323.2	1,793.6	922.4	2,027.0	202.1	255.4	1,788.2	7,816.7	100.0

\* Less than 50.

(a) Figures in this table relate to disputes that ended in the quarter and may not agree with figures shown in Tables 1 to 3 — see paragraph 2, page 1. (b) Australian Standard Industrial Classification — see paragraph 3, page 1. (c) Includes ASIC sub-divisions 29,31,32,33.

## CAUSES

The statistics of **causes** of industrial disputes relate to the **direct causes of stoppages of work** and include only those industrial disputes involving stoppages of work of ten man-days or more. The figures therefore do not reflect the relative importance of all causes of dispute between employers and employees.

Causes of industrial disputes are grouped as follows :

**Wages.** Claims involving general principles relating to wages (e.g. increase (decrease) in wages; variation in method of payment) or combined claims relating to wages, hours or conditions of work (in which the claim about wages is deemed to be the most important).

**Hours of work.** Claims involving general principles relating to hours of work (e.g. decrease (increase) in hours; spread of hours).

**Leave, pensions, compensation provisions, etc.** Claims involving general principles relating to holiday and leave provisions; pension and retirement provisions; workers' compensation provisions; insertion of penal clause provisions in awards; etc.

**Managerial policy.** Disputes concerning the managerial policy of employers — computation of wages, hours, leave, etc. in individual cases; docking pay, docking leave credits, fines, etc.; disciplinary matters including dismissals, suspension, victimisation; principles of promotion and filling positions, transfers, roster complaints, retrenchment policy; employment of particular persons and personal disagreements; production limitations or quotas; etc.

**Physical working conditions.** Disputes concerning physical working conditions — safety issues; protective clothing and equipment; first aid services; uncomfortable working conditions, etc.; lack of, or the conditions of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks; etc.

**Trade unionism.** Disputes concerning — employment of non-unionists; inter-union and intra-union disputes; sympathy stoppages in support of employees in another industry; recognition of union activities; etc.

**Other.** Disputes concerning — protests directed against persons or situations other than those dealing with employer/employee relationship, i.e. political matters, fining and gaoling of persons, protests against lack of work, and lack of adequate transport; non-award public holidays; accidents and funerals; no reason given for stoppages; etc.

TABLE 5. — INDUSTRIAL DISPUTES : INDUSTRIES AND CAUSES, AUSTRALIA, MARCH QUARTER 1975 (a)

ASIC industry (b)										
Cause of dispute (c)	Mining		Manufacturing		Construction	Transport and storage; communication		Other industries	All industries	Per cent of total
	Coal	Other	Metal products, machinery and equipment (d)	Other		Stevedoring services	Other			
NUMBER OF DISPUTES										
										%
Wages	3	6	37	21	27	2	9	29	134	23.6
Hours of work	1	..	1	..	..	..	2	..	4	0.7
Leave, pensions, compensation provisions, etc.	..	1	..	2	..	3	1	2	9	1.6
Managerial policy	22	18	67	26	26	14	16	19	208	36.7
Physical working conditions	8	12	21	9	13	36	13	2	114	20.1
Trade unionism	14	5	14	3	9	11	2	2	60	10.6
Other	7	1	16	4	1	4	4	1	38	6.7
Total	55	43	156	65	76	70	47	55	567	100.0
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY)										
					— '000 —					%
Wages	0.3	1.8	5.5	12.4	4.2	0.6	1.9	22.4	49.2	30.1
Hours of work	0.1	..	2.2	..	..	..	0.6	..	2.9	1.8
Leave, pensions, compensation provisions, etc.	..	*	..	0.3	..	1.0	0.2	0.1	1.6	1.0
Managerial policy	4.0	3.1	12.4	6.8	2.4	4.0	1.7	26.4	60.6	37.1
Physical working conditions	2.2	1.4	4.5	1.1	2.1	4.4	4.0	0.2	20.0	12.3
Trade unionism	2.7	0.3	2.9	0.8	7.5	2.6	0.1	0.1	16.9	10.4
Other	0.6	0.3	7.3	0.5	0.2	1.5	0.7	0.9	11.9	7.3
Total	9.9	6.9	34.7	21.9	16.4	14.1	9.3	50.0	163.2	100.0
WORKING DAYS LOST										
					— '000 —					%
Wages	0.7	0.5	19.6	17.5	14.0	0.5	3.3	42.4	98.6	32.5
Hours of work	0.1	..	0.4	..	..	..	0.7	..	1.1	0.4
Leave, pensions, compensation provisions, etc.	..	*	..	0.4	..	0.9	*	*	1.4	0.5
Managerial policy	7.7	7.0	31.7	11.7	5.4	2.8	1.5	29.2	97.0	32.0
Physical working conditions	2.7	1.9	4.4	5.0	6.2	1.4	3.6	0.3	25.6	8.4
Trade unionism	2.8	0.7	10.8	2.1	50.1	2.1	0.2	0.2	68.9	22.7
Other	0.7	0.3	5.7	1.8	0.1	1.2	1.0	*	10.8	3.6
Total	14.8	10.4	72.5	38.4	75.8	9.0	10.4	72.1	303.5	100.0

\* Less than 50.

(a) Figures in this table relate to disputes that ended in the quarter and may not agree with figures shown in Tables 1 to 3 — see paragraph 2, page 1. (b) Australian Standard Industrial Classification — see paragraph 3, page 1. (c) For nature of classification see page 8. (d) Includes ASIC sub-divisions 29,31,32,33.

## METHODS OF SETTLEMENT

Statistics of the **method of settlement** of industrial disputes relate to the **method directly responsible for ending the stoppage of work** and not necessarily to the method (or methods) responsible for settling all matters in dispute. The figures also relate only to disputes involving stoppages of work of ten man-days or more. For these reasons they do not reflect the relative importance of the work of authorities operating under State and Federal legislation.

The classification of methods of settlement is as follows :

- (1) **Negotiation.** Private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Federal industrial legislation.
- (2) **Mediation.** The arbitration or mediation of persons whose intervention or assistance is not based on State or Federal industrial legislation.
- (3) **State legislation.**
  - (a) Under State conciliation and arbitration or wages board legislation. Intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or wages board legislation, or reference to such authorities or compulsory or voluntary conference.
  - (b) Under other State legislation. Intervention, assistance or advice of State government officials or inspectors.
- (4) **Federal and joint Federal-State legislation.**
  - (a) Compulsory or voluntary conference or by intervention or assistance of, or reference to, the industrial tribunals created by or constituted under the following Acts.
    - (i) Conciliation and Arbitration Act.
    - (ii) Coal Industry Acts.
    - (iii) Stevedoring Industry Act.
    - (iv) Other Acts (Snowy Mountains Hydro-electric Power Act; Navigation Act; and Public Service Arbitration Act).
  - (b) Intervention, assistance or advice of Federal government officials or inspectors.
- (5) **Filling the places of workers** on strike or locked out.
- (6) **Closing down** the establishment permanently.
- (7) **Resumption** without negotiation.
- (8) **Other methods.**

Only those methods of settlement which relate to stoppages that occurred in the period are shown in the tables on page 11.

TABLE 6. — INDUSTRIAL DISPUTES : INDUSTRIES, AND METHODS OF SETTLEMENT, AUSTRALIA, MARCH QUARTER 1975 (a)

Method of settlement (c)	ASIC industry (b)									Per cent of total
	Manufacturing					Transport and storage; communication		Other industries	All industries	
	Mining		Metal products, machinery and equipment (d)	Other	Construction	Stevedoring services	Other			
	Coal	Other								
NUMBER OF DISPUTES										
1. Negotiation	8	18	38	21	19	21	17	14	156	27.5
2. Mediation	1	1	..	1	1	1	..	1	6	1.1
3. State legislation —										
(a) Under State conciliation, etc. legislation	3	8	3	8	19	..	3	7	51	9.0
(b) Intervention, etc. of State government officials	..	..	..	..	..	..	..	..	..	..
4. Federal and joint Federal-State legislation —										
(a) Industrial Tribunals under —										
(i) Conciliation and Arbitration Act	..	..	12	7	5	..	6	5	35	6.2
(ii) Coal Industry Acts	3	..	..	..	..	..	..	..	3	0.5
(iii) Stevedoring Industry Act	..	..	..	..	..	1	..	..	1	0.2
(iv) Other Acts	..	..	..	..	..	..	..	..	..	..
(b) Intervention, etc. of Federal government officials	..	..	..	..	..	..	..	..	..	..
5. Filling the places of workers on strike or locked out	..	..	..	..	..	..	..	..	..	..
6. Closing down the establishment permanently	..	..	..	..	..	..	..	..	..	..
7. Resumption without negotiation	40	16	102	28	31	47	21	28	313	55.2
8. Other Methods	..	..	1	..	1	..	..	..	2	0.4
Total	55	43	156	65	76	70	47	55	567	100.0
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY)										
					— '000 —					%
1. Negotiation	1.1	2.1	3.5	3.7	1.6	3.4	5.5	1.3	22.1	13.5
2. Mediation	*	*	..	0.3	*	*	..	0.1	0.6	0.4
3. State legislation —										
(a) Under State conciliation, etc. legislation	0.1	1.4	0.1	3.1	1.2	..	0.1	1.2	7.3	4.5
(b) Intervention, etc. of State government officials	..	..	..	..	..	..	..	..	..	..
4. Federal and joint Federal-State legislation —										
(a) Industrial Tribunals under —										
(i) Conciliation and Arbitration Act	..	..	2.1	1.7	0.5	..	0.1	4.4	8.9	5.5
(ii) Coal Industry Acts	1.0	..	..	..	..	..	..	..	1.0	0.6
(iii) Stevedoring Industry Act	..	..	..	..	..	*	..	..	*	†
(iv) Other Acts	..	..	..	..	..	..	..	..	..	..
(b) Intervention, etc. of Federal government officials	..	..	..	..	..	..	..	..	..	..
5. Filling the places of workers on strike or locked out	..	..	..	..	..	..	..	..	..	..
6. Closing down the establishment permanently	..	..	..	..	..	..	..	..	..	..
7. Resumption without negotiation	7.7	3.3	27.7	13.2	12.9	10.6	3.5	43.0	121.9	74.7
8. Other Methods	..	..	1.4	..	0.1	..	..	..	1.4	0.9
Total	9.9	6.9	34.7	21.9	16.4	14.1	9.3	50.0	163.2	100.0
WORKING DAYS LOST										
					— '000 —					%
1. Negotiation	1.3	4.7	25.4	10.9	6.4	2.6	6.8	3.6	61.7	20.3
2. Mediation	*	*	..	1.6	0.2	*	..	0.2	2.0	0.7
3. State legislation —										
(a) Under State conciliation, etc. legislation	0.2	3.6	0.5	5.4	8.4	..	0.4	9.9	28.3	9.3
(b) Intervention, etc. of State government officials	..	..	..	..	..	..	..	..	..	..
4. Federal and joint Federal-State legislation —										
(a) Industrial Tribunals under —										
(i) Conciliation and Arbitration Act	..	..	15.3	5.2	3.8	..	0.8	25.2	50.4	16.6
(ii) Coal Industry Acts	1.4	..	..	..	..	..	..	..	1.4	0.5
(iii) Stevedoring Industry Act	..	..	..	..	..	*	..	..	*	†
(iv) Other Acts	..	..	..	..	..	..	..	..	..	..
(b) Intervention, etc. of Federal government officials	..	..	..	..	..	..	..	..	..	..
5. Filling the places of workers on strike or locked out	..	..	..	..	..	..	..	..	..	..
6. Closing down the establishment permanently	..	..	..	..	..	..	..	..	..	..
7. Resumption without negotiation	11.9	2.2	22.0	15.3	56.9	6.4	2.4	33.2	150.1	49.5
8. Other Methods	..	..	9.4	..	0.2	..	..	..	9.6	3.2
Total	14.8	10.4	72.5	38.4	75.8	9.0	10.4	72.1	303.5	100.0

\* Less than 50. † Less than 0.05 per cent.

(a) Figures in this table relate to disputes that ended in the quarter and may not agree with figures shown in Tables 1 to 3 — see paragraph 2, page 1. (b) Australian Standard Industrial Classification — see paragraph 3, page 1. (c) For nature of classification see page 10. (d) Includes ASIC sub-divisions 29, 31, 32, 33.

TABLE 7. — ANALYSIS OF INDUSTRIAL DISPUTES BY NUMBER OF WORKERS INVOLVED, AUSTRALIA (a)

Number of workers involved (directly and indirectly)	Period	Number of disputes	Workers involved (directly and indirectly)		Working days lost		Estimated loss in wages (\$'000)
			Number ('000)	Per cent of total	Number ('000)	Per cent of total	
Under 50	1974 —						
	March quarter	283	7.1	3.4	27.8	6.5	529.6
	June quarter	268	6.8	0.8	30.0	0.8	616.4
	September quarter	265	6.2	1.0	29.9	1.9	725.5
	December quarter	211	5.7	1.8	16.9	3.3	444.1
50 and under 100	1975 —						
	March quarter	200	4.2	3.2	14.7	4.9	395.5
	1974 —						
	March quarter	145	10.0	4.7	31.2	7.3	597.3
	June quarter	132	9.6	1.1	41.6	1.1	876.8
100 and under 200	September quarter	155	11.0	1.9	44.9	2.8	1,041.0
	December quarter	116	8.3	2.6	21.5	4.1	608.2
	1975 —						
	March quarter	123	8.9	5.5	16.2	5.4	435.4
	1974 —						
	March quarter	117	16.2	7.6	43.2	10.1	769.9
200 and under 400	June quarter	129	18.4	2.1	59.4	1.6	1,233.8
	September quarter	123	17.2	2.9	44.2	2.7	989.1
	December quarter	75	10.5	3.3	23.6	4.6	632.4
	1975 —						
	March quarter	91	13.4	8.1	35.8	11.8	937.1
400 and under 1,000	1974 —						
	March quarter	63	17.0	8.0	48.9	11.4	922.7
	June quarter	81	22.8	2.6	86.9	2.3	1,790.6
	September quarter	88	24.9	4.2	153.4	9.5	3,576.2
	December quarter	72	19.6	6.3	55.7	10.8	1,793.3
1,000 and under 2,000	1975 —						
	March quarter	67	18.5	11.3	44.3	14.6	1,193.6
	1974 —						
	March quarter	55	35.4	16.6	94.3	22.0	1,818.3
	June quarter	67	49.0	5.6	150.5	4.0	3,024.5
2,000 and under 3,000	September quarter	74	51.6	8.7	172.0	10.7	4,078.6
	December quarter	46	31.6	9.9	57.4	11.1	1,370.3
	1975 —						
	March quarter	56	34.8	21.2	64.2	21.1	1,661.2
	1974 —						
	March quarter	21	31.1	14.6	94.3	22.0	1,811.3
3,000 and over	June quarter	31	43.0	4.9	105.5	2.8	2,007.1
	September quarter	36	52.7	8.9	175.8	10.9	3,919.3
	December quarter	22	31.4	9.8	90.1	17.4	2,240.7
	1975 —						
	March quarter	18	22.0	13.4	32.0	10.5	766.9
Total	1974 —						
	March quarter	4	8.7	4.1	7.4	1.7	132.9
	June quarter	15	38.1	4.3	146.9	3.9	3,149.6
	September quarter	16	37.8	6.4	48.7	3.0	932.3
	December quarter	10	30.8	9.6	42.3	8.2	1,149.6
Total	1975 —						
	March quarter	4	9.8	6.0	5.8	1.9	136.1
	1974 —						
	March quarter	10	87.4	41.0	82.2	19.2	1,492.2
	June quarter	35	691.2	78.6	3,113.4	83.4	58,097.4
Total	September quarter	29	391.6	66.0	942.0	58.5	21,119.5
	December quarter	15	182.1	56.9	210.7	40.7	4,811.1
	1975 —						
	March quarter	8	51.6	31.4	90.5	29.8	2,290.9
	1974 —						
	March quarter	698	212.9	100.0	429.2	100.0	8,074.2
Total	June quarter	758	878.9	100.0	3,734.0	100.0	70,796.3
	September quarter	786	593.0	100.0	1,610.9	100.0	36,381.6
	December quarter	567	320.0	100.0	518.3	100.0	13,049.8
	1975 —						
	March quarter	567	163.2	100.0	303.5	100.0	7,816.7

(a) Quarterly figures in this table relate to disputes that ended in the quarter and may not agree with figures shown in Tables 1 to 3 — see paragraph 2, page 1.

TABLE 8. — ANALYSIS OF INDUSTRIAL DISPUTES BY TOTAL WORKING DAYS LOST, AUSTRALIA (a)

Total working days lost	Period	Number of disputes	Workers involved (directly and indirectly)		Working days lost		Estimated loss in wages (\$'000)
			Number ('000)	Per cent of total	Number ('000)	Per cent of total	
10 and under 100	1974 —						
	March quarter	320	20.1	9.4	13.7	3.2	255.4
	June quarter	301	21.1	2.4	12.5	0.3	255.5
	September quarter	336	27.3	4.6	13.4	0.8	333.5
	December quarter	274	20.8	6.5	11.4	2.2	292.0
100 and under 500	1975 —						
	March quarter	281	23.9	14.6	11.1	3.7	275.3
	1974 —						
	March quarter	225	30.7	14.4	50.6	11.8	943.9
	June quarter	236	36.7	4.2	57.4	1.5	1,214.3
500 and under 1,000	September quarter	218	45.4	7.7	48.4	3.0	1,169.3
	December quarter	171	30.0	9.4	37.2	7.2	912.7
	1975 —						
	March quarter	189	42.5	26.5	43.4	14.3	1,167.2
	1974 —						
1,000 and under 2,000	March quarter	75	41.4	19.5	51.8	12.1	994.0
	June quarter	64	24.0	2.7	46.7	1.3	964.9
	September quarter	79	39.5	6.7	55.0	3.4	1,283.7
	December quarter	46	20.9	6.5	35.0	6.8	884.6
	1975 —						
2,000 and under 5,000	March quarter	45	19.2	11.7	31.7	10.5	854.8
	1974 —						
	March quarter	38	20.6	9.7	50.0	11.7	895.4
	June quarter	60	48.5	5.5	92.5	2.5	1,872.2
	September quarter	59	42.8	7.2	79.6	4.9	1,843.7
5,000 and under 10,000	December quarter	21	12.8	4.0	30.7	5.9	756.7
	1975 —						
	March quarter	27	20.8	12.7	37.6	12.4	898.1
	1974 —						
	March quarter	25	26.1	12.3	77.7	18.1	1,329.5
10,000 and over	June quarter	53	82.3	9.4	200.7	5.4	3,797.5
	September quarter	47	69.0	11.6	150.4	9.3	3,370.5
	December quarter	35	77.3	24.2	122.5	23.6	3,231.2
	1975 —						
	March quarter	16	15.5	9.4	48.0	15.8	1,301.1
Total	1974 —						
	March quarter	10	17.6	8.3	73.8	17.2	1,305.8
	June quarter	15	57.9	6.6	104.2	2.8	2,084.5
	September quarter	17	36.5	6.2	138.3	8.6	3,133.3
	December quarter	11	65.5	20.5	104.0	20.1	2,522.8
	1975 —						
	March quarter	5	7.8	4.7	39.5	13.0	984.4
	1974 —						
	March quarter	5	56.4	26.5	111.5	26.0	2,350.3
	June quarter	29	608.4	69.2	3,220.0	86.2	60,607.4
	September quarter	30	332.5	56.1	1,125.8	69.9	25,247.5
	December quarter	9	92.7	29.0	177.6	34.3	4,449.7
	1975 —						
	March quarter	4	33.6	20.4	92.1	30.4	2,335.8
	1974 —						
	March quarter	698	212.9	100.0	429.2	100.0	8,074.2
	June quarter	758	878.9	100.0	3,734.0	100.0	70,796.3
	September quarter	786	593.0	100.0	1,610.9	100.0	36,381.6
	December quarter	567	320.0	100.0	518.3	100.0	13,049.8
	1975 —						
	March quarter	567	163.2	100.0	303.5	100.0	7,816.7

(a) Quarterly figures in this table relate to disputes that ended in the quarter and may not agree with figures shown in Tables 1 to 3 — see paragraph 2, page 1.

Australian Bureau of Statistics  
Canberra, A.C.T. 2600

J. G. MILLER  
Acting Commonwealth Statistician

NOTE. Inquiries concerning these statistics may be made in Canberra by telephoning Mr G. Laurie on 63 9111 extension 2343 or, in each State capital, by telephoning the office of the Australian Bureau of Statistics.